

Readiness For ScaleSM

Executive Bench uses the combined power of technology, behavioral science, and leadership expertise to help you build robust pipelines of scalable leaders. We operate on the principle that assessments should enhance internal insights, not replace them. High-impact assessment supports the evolution of your talent and enables you to make robust decisions that future-proof your business.

Our Model

RHR's assessment model, Readiness for ScaleSM (RFS), supports the growth of the succession bench for senior leadership by identifying and developing leaders with the greatest likelihood of performing in complex enterprise roles.

Our model is grounded in the essential few behaviors that differentiate leaders who succeed in large-scale roles from those who struggle to deliver. Research supports the importance of these factors across roles, functions, industries, and regions.



Leading Business

Seeing the Whole

Making Systems Decisions

Leading the Future

Leading People

Focusing the Enterprise

Influencing with Power

Creating Shared Values

Leading Self

Reasoning with Agility

Thriving in High Stakes

Knowing Yourself



FIND OUT MORE

Readiness for ScaleSM Assessments

With our three RFS assessments, you can measure precisely how prepared your leaders are to take on more responsibility and tackle your most critical challenges. Our assessments offer candid and predictive insights into where leaders stand today and what it will take for them to scale to bigger roles in the future.

Discover Our Assessments



RFS^{exec}

C-Suite and 1-Away. High-touch assessment focused on role-based and contextual questions.



The Model
Readiness for ScaleSM
+
Role-Team-Enterprise (RTE)—Customized criteria



Inputs
Psychometric testing—
Hogan, Raven's, and
Watson-Glaser II
+
Comprehensive stakeholder
interviews
+
Three-hour behavioral
interview



Outputs
A fully intergrated, fully
customized report with the
following:
Summary of fit to RTE
criteria
Readiness for ScaleSM ratings
360 summary
Development summary



RFS^{pipeline}

Next Generation. Standardized, benchmarked assessment to feed broader data needs and talent milestones.



The Model
Readiness for ScaleSM



Inputs
Psychometric testing—Hogan
and Raven's
+
Brief in-person or online
360 interview
+
Two-hour behavioral interview



Outputs
Readiness for ScaleSM ratings
360 Summary
Development summary

FIND OUT MORE



RFS *insights*

Deep bench. Simulation assessment for early identification of future scalable leaders.



The Model
Readiness for ScaleSM



Inputs
Online simulation
+
Online 360



Outputs
Readiness for
ScaleSM—simulation
feedback
Integrated 360 summary

Ready to take your leadership to the next level? Reach out to us today.

Purpose of Assessment

We build well-led organizations by advancing the next generation of enterprise leaders.

- 1 Reshaping talent conversations and redefining potential.
- 2 Challenging assumptions and models that impede growth.
- 3 Empowering leaders to serve as stewards of their talent.
- 4 Inspiring the next generation to own and accelerate their own growth.
- 5 Fostering an environment that brings out the best in all people.

Delivering a Fair and Accurate Assessment

Building a fair assessment process that minimizes bias and gives each participant the opportunity to bring their best requires end-to-end design.

1. Rigorous training
2. Instrument selection
3. Report quality and standardization
4. The participant experience
5. Measurement over time



No Adverse Impact



Globally Relevant



Strong Prediction

What leaders are saying about their experience with us

98% of our clients feel their consultant created a comfortable and engaging environment during the interview.

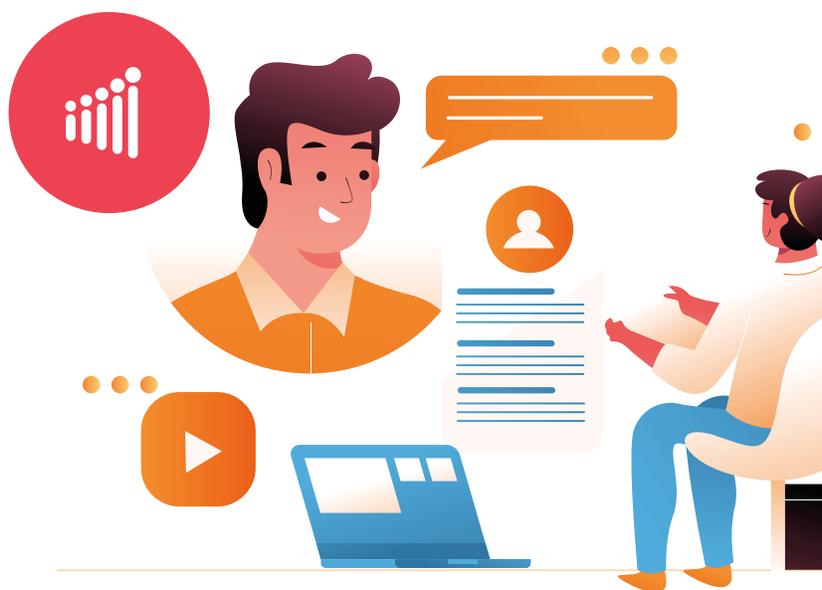
My coach was a great listener and gave good advice and insights. She helped me understand areas of weakness and strength and how to use those in my development.

My consultant was very knowledgeable, candid, thorough, and approachable. He was able to guide me through the process and explain in detail the results and how to use them.

88% of clients reported that:

Their impression of EB is positive or extremely positive.

Their assessment report contained candid, relevant, and useful insights.



Jessica Bigazzi Foster
HEAD OF EXECUTIVE BENCH

+1 770 861 9189
jfooster@rhrinternational.com

Robert Abramo
HEAD OF SALES

+1 215 237 8620
rabramo@rhrinternational.com

www.executivebench.com

+1 312 924 0800